

# Sustainability Policy

The NTT DATA UK Sustainability policy, established by the CEO of NTT DATA UK, takes into account and is committed to the three principles of sustainability - Economic, Environmental and Social responsibility as a guiding principle on how we conduct our business operations to ensure our work contributes to a prosperous and sustainable society.

## 1 Scope

This Policy applies to all NTT DATA UK employees, contractors, suppliers and third parties who undertake business activities for and on behalf of NTT DATA UK and covers all our business operations, including procurement.

## 2 Purpose

This Policy is a guiding principle within our business operations and aims to provide an effective framework for achieving NTT DATA UK's commitment to continually improve our economic environmental and social performances whilst remaining profitable and meeting the changing needs of our clients, customers, and all interested parties.

## 3 Responsibilities

This Policy represents our position on sustainability issues, other related policies and practices we apply in conducting our business operations including our Procurement and Environmental policies. The Policy is owned by the CEO of NTT DATA UK and will be renewed and updated annually.

All employees, including contractors, suppliers and third parties, are responsible for ensuring they comply with this policy.

## 4 Policy Statement

NTT DATA is a top 10 global business and IT services provider with more than 100,000 professionals in over 50 countries. As a trusted global innovator helping clients to develop and use effective IT solutions, anticipate future IT needs, adapt to the ever-changing business environment, achieve their goals, and create a brighter future for the world, we recognize that the impact of IT on society and the environment has never been more profound. We acknowledge our sustainability responsibility and therefore commit to:

- Conducting our business to the highest standards of transparency, ethics, and integrity.
- Playing an active role in improving the health and wellbeing of employees, customers and communities through multiple initiatives and working with partners where necessary.
- Working with and using service/equipment/resource material suppliers who demonstrate a proactive approach to sustainability throughout their business.
- Working to minimise carbon footprint and emissions arising from our business operations including business travel and ensuring our systems and equipment prevent pollution and minimise resource consumption.

- Considering environmental issues including climate change, biodiversity and energy performance in the acquisition and use of buildings and the procurement of products, goods and services.
- Managing our business operations and activities to prevent pollution to air, land and water and in the event of an incident take immediate remedial action and steps to avoid a repeat occurrence.
- Encouraging sustainable consumption, production, and incorporating circular economy thinking throughout our supply chain.
- Promoting and encouraging workplace diversity, equal opportunity in all aspects of our employment and preventing unlawful workplace conduct, discrimination, harassment, bullying and intimidation.
- Working and collaborating with our suppliers in identifying and preventing modern day slavery including human rights abuses in the areas relating to our supplier sourcing.
- Collaborating and working in partnership with the communities in which we operate by contributing to and supporting initiatives that benefit the communities.
- Providing appropriate resources to meet the commitments of this policy.

The policy is available to all employees and contractors who may be working on behalf of NTT DATA UK via the SharePoint site, and to all interested parties through NTT DATA UK's website.

Fernando Apezteguia

A handwritten signature in black ink, appearing to read 'F. A.', enclosed within a circular scribble.

CEO NTT DATA UK&I